



HAART Kenya _ Call for Application

Staff Therapist

Awareness Against Human Trafficking (HAART), is a non-governmental organization based in Nairobi and dedicated to fighting human trafficking in Eastern Africa. HAART works through a multi-disciplinary approach applying the UN Four P's Strategy to combat trafficking in persons: Prevention, Protection, Prosecution, Policy and Partnership. HAART is one of the key counter-trafficking organizations in Kenya addressing the issue of human trafficking by supporting the people most affected by it and also developing best practices in the movement.

HAART Kenya is currently recruiting for the position of a Staff Therapist. The Staff Therapist shall provide HAART staff members with an opportunity to access professional therapeutic counseling services, so that they may better explore and develop their potentials, and cope with work related stress or vicarious trauma. She/He will be responsible to establish an effective support structure for HAART staff by providing individual therapy sessions and departmental debriefs. This to help them fulfill their personal and work related goals and finally support their professional development and management of burnout.

The Therapist shall conduct regular debriefing sessions with the staff.

Job Information

Location: Nairobi

Contract Duration: 12 months

Position: Staff Therapist (based on Consultancy contract)

Starting time: Immediately

Job type: Consultancy

Closing Date for Applications: 12th August 2022 EAT

He / she will be reporting to the CEO of HAART Kenya.

Key Responsibilities and Duties:

- Create an enabling environment to share experiences and challenges in a supportive manner.
- Carry out an in-depth assessment of group needs and identify methodologies to address those needs through a holistic approach.
- Take HAART staff through individual debriefing and therapy sessions
- Take HAART departments through (weekly) debriefing sessions
- Improve the team's competency and enhance self-care through educating and exploring self-care practices to prevent professional stress and burn out
- Lead the teams to divulge emotions experienced during work with the beneficiaries/clients and with each other and allow them to review individual reactions to the issues raised
- Support the teams to redirect any potential confrontations to a discussion about healing, cohesion, and professionalism
- Allow HAART staff to effectively identify and deal with burnout and vicarious trauma through targeted sessions
- Identification and management of workplace critical incidents and mental health related challenges
- Referral service to other professionals and institutions when appropriate and necessary, e.g. psychiatrist
- Resolution of problems associated with staff members, impaired personal concerns which may adversely affect their job performance.
- Psycho-education session on coping mechanisms and personal vis a viz professional development
- Enhance team cohesion and build strategies for better teamwork and contribute to team appreciation of individual differences and strengths.
- Support and strengthen effective communication and conflict resolution across the organization
- Ensure records are kept properly and that the principle of confidentiality is adhered to.
- Submit a truthful and final debriefing report with the analysis and conclusions while maintaining anonymity of staff members
- Develop follow – up actions as required and submit reports to the CEO
- Inform the CEO of any pressing issues that are non-confidential that may arise during the sessions
- Perform any other duties that are in line to a role of this nature



Essential criteria & qualification:

- Masters in Clinical Psychology or Masters in counseling psychology from a recognized university
- Specialization in trauma therapy and has at least 5-yearS experience
- Proven experience in working with staff who have gone through vicarious trauma.
- Member of a recognized association i.e. Kenya Psychological Association (KPsyA), Kenya Counselors & Psychologists Association (KCPA) and/ or Clinical Psychologists Association of Kenya (CPAK).
- Good communication skills with fluency in written and spoken English and Kiswahili
- Availability of a recent certificate of good conduct
- Basic IT skills.

Application process:

Qualified candidates are invited to send one PDF of their cover letter, CV, contact information for 3 references and salary expectations to **hr@haartkenya.org** using **"Staff Therapist"** as the subject of your email. Only complete applications will be reviewed and short-listed candidates contacted. Visit <https://haartkenya.org/job-openings/> for an updated version of the application.

No Fee Charged

HAART does not charge a fee at any stage of the recruitment process (application, interview meeting, processing, training).